



96TH GENERAL ASSEMBLY

State of Illinois

2009 and 2010

HB4683

by Rep. LaShawn K. Ford

SYNOPSIS AS INTRODUCED:

New Act

Creates the African American Employment Plan Act. Provides that the purposes of the Act are to: (1) improve State services delivery to Illinois' African Americans; (2) increase the number of African Americans who are employed throughout State government, who are promoted, and who are veterans who are hired by State government; (3) assist State agencies meet goals established by the African American Employment Plan; and (4) establish an African American Employment Plan Advisory Council. Defines terms. Provides that the Department of Central Management Services shall: develop and implement plans to increase the number of African Americans employed by State government, including those at supervisory, technical, professional, and managerial levels; prepare a State African American Employment Plan; annually report to the General Assembly each State agency's activities that implement the Plan; and assist State agencies with training programs to meet their affirmative action and equal employment opportunity goals. Provides that each State agency shall: implement programs under the Plan to increase the number of African Americans employed by the State, including at supervisory, technical, professional, and managerial levels; and report annually to the Department its activities that implement the Plan. Provides that the African American Employment Plan Advisory Council is created, consisting of 11 members each of whom shall be an African American subject matter expert appointed by the Governor. Provides that members shall serve without compensation, but shall be reimbursed for reasonable expenses from appropriated funds. Includes other provisions. Effective immediately.

LRB096 15475 AJO 30703 b

1 AN ACT concerning State government.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 1. Short title. This Act may be cited as the
5 African American Employment Plan Act.

6 Section 5. Purposes. The purposes of this Act are as
7 follows:

8 (a) improve the delivery of State services to Illinois'
9 African Americans by increasing the number of African American
10 State employees and the number of African American State
11 employees serving in supervisory, technical, professional, and
12 managerial positions;

13 (b) identify State agencies' staffing needs and
14 qualification requirements;

15 (c) track hiring practices and promotions of African
16 Americans employed by State agencies;

17 (d) increase the number of African Americans employed by
18 State agencies;

19 (e) increase the number of African American State employees
20 who are promoted;

21 (f) increase the number of African American veterans hired
22 by State agencies;

23 (g) assist State agencies to meet their goals established

1 pursuant to the African American Employment Plan; and
2 (h) establish the African American Employment Plan
3 Advisory Council.

4 Section 10. Definitions. In this Act:

5 "Department" means the Department of Central Management
6 Services.

7 "State agency" or "agency", whether used in the singular or
8 plural, means all departments, officers, commissions, boards,
9 institutions, and bodies politic and corporate of the State.
10 The term, however, does not mean the judicial branch,
11 including, without limitation, the several courts of the State,
12 the offices of the clerk of the supreme court and the clerks of
13 the appellate court, and the Administrative Office of the
14 Illinois Courts, nor does it mean the legislature or its
15 committees or commissions.

16 Section 15. African American Employment Plan.

17 (a) The Department shall have a full-time position
18 designated as the African American Employment Coordinator to
19 monitor compliance with the African American Employment Plan.

20 (b) The Department shall develop and implement plans to
21 increase the number of African Americans employed by State
22 agencies and the number of African Americans employed by State
23 agencies at supervisory, technical, professional, and
24 managerial levels.

1 (c) The Department shall prepare and revise annually an
2 African American Employment Plan in consultation with
3 individuals and organizations knowledgeable on this subject
4 and with the African American Employment Plan Advisory Council.
5 The Department shall report to the General Assembly by February
6 1 of each year, beginning with February 1, 2011, each State
7 agency's activities that implement the African American
8 Employment Plan.

9 Section 20. State agency affirmative action and equal
10 employment opportunity goals.

11 (a) Each State agency shall implement strategies and
12 programs in accordance with the African American Employment
13 Plan to increase the number of African Americans employed by
14 that State agency and the number of African Americans employed
15 by that State agency at supervisory, technical, professional,
16 and managerial levels.

17 (b) Each State agency shall report annually to the
18 Department and the Department of Human Rights, in a format
19 prescribed by the Department, all of the agency's activities in
20 implementing the African American Employment Plan. Each
21 agency's annual report shall include reports or information
22 related to the agency's African American employment strategies
23 and programs that the agency has received from the Department,
24 the Department of Human Rights, or the Auditor General,
25 pursuant to their periodic review responsibilities; findings

1 made by the Governor in his or her report to the General
2 Assembly; assessments of service needs based upon the agency's
3 service populations; information on the agency's studies and
4 monitoring success concerning the number of African Americans
5 employed by the agency at the supervisory, technical,
6 professional, and managerial levels and any increases in those
7 categories from the prior year; and information concerning the
8 agency's African American employment budget allocations.

9 (c) The Department shall assist State agencies required to
10 establish preparation and promotion training programs under
11 subsection (H) of Section 7-105 of the Illinois Human Rights
12 Act for failure to meet their affirmative action and equal
13 employment opportunity goals. The Department shall survey
14 State agencies to identify effective existing training
15 programs and shall serve as a resource to other State agencies.
16 The Department shall assist agencies in the development and
17 modification of training programs to enable them to meet their
18 affirmative action and equal employment opportunity goals and
19 shall provide information regarding other existing training
20 and educational resources, such as the Upward Mobility Program,
21 the Illinois Institute for Training and Development, the
22 Central Management Services Training Center, Executive
23 Recruitment Internships, and Graduate Public Service
24 Internships.

25 Section 25. African American Employment Plan Advisory

1 Council.

2 (a) The African American Employment Plan Advisory Council
3 is created, consisting of 11 members, each of whom shall be an
4 African American subject matter expert, appointed by the
5 Governor.

6 (b) All members of the African American Employment Plan
7 Advisory Council shall serve without compensation, but shall be
8 reimbursed for their reasonable and necessary expenses from
9 funds appropriated for that purpose.

10 (c) The African American Employment Plan Advisory Council
11 shall examine: (1) the prevalence and impact of African
12 Americans employed by State government; (2) the barriers faced
13 by African Americans who seek employment or promotional
14 opportunities in State government; and (3) possible incentives
15 that could be offered to foster the employment of and the
16 promotion of African Americans in State government.

17 (d) The Council shall meet quarterly to provide
18 consultation to State agencies and the African American
19 Employment Coordinator.

20 (e) The African American Employment Plan Advisory Council
21 shall receive administrative support from the Department of
22 Central Management Services and shall issue an annual report of
23 its activities each year on or before December 1, beginning
24 with December 1, 2011.

25 Section 99. Effective date. This Act takes effect upon
26 becoming law.